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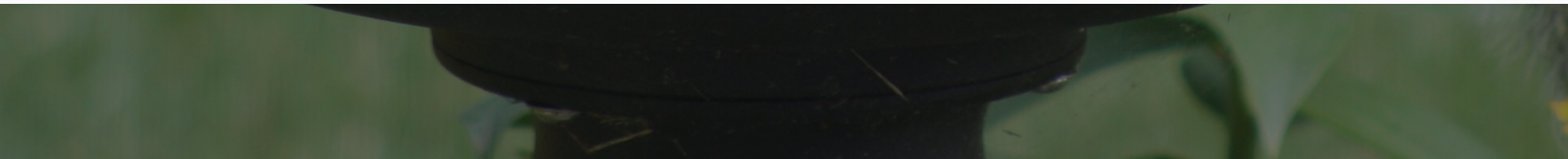
COUNTY CLIPS

THE OFFICIAL NEWSLETTER OF MADISON COUNTY

Photography Contest Winner: Robert Muir, ITS



IN THIS ISSUE

3 CHAIRMAN'S CORNER

4 EMPLOYEE INFORMATION

5 RECOGNITIONS

6 BENEFIT UPDATE

7 WELLNESS SCREENINGS

8 WE3 CORNER

9 UPDATE FROM ITS

10 COUNTY HAPPENINGS

13 PHOTOGRAPHY CREDITS

CHAIRMAN'S CORNER

I'd like to begin by once again expressing my heartfelt thanks to each of you for your work and dedication these last several months as Madison County has managed the COVID-19 pandemic in our region. Together we rose to the challenge of carrying out essential County services to our residents during an unprecedented time. I am incredibly proud of the work our team has done – and continues to do – in responding to the impact of COVID-19 here at home.

As Madison County prepared our response to COVID-19, many of our employees stepped up to find new and innovative ways to serve the public and work under unique conditions unlike any we have faced before. Many of you worked from home while other departments like Waste Control, Engineering, Water, Maintenance, and the Sheriff's Department maintained their normal operations continuing to perform essential services like household waste collection, ensuring safe drinking water, and keeping our community safe. Our Human Resources, Inspection, and License Departments found new and alternative ways to meet the needs of those they serve. All of our departments are to be commended for working together!

Madison County was well prepared to manage the COVID-19 pandemic locally, and it's work we must continue to do in the coming weeks.

It is vital we continue to practice social distancing, wearing a cloth face covering when you cannot maintain six-feet of separation, washing your hands with hot water and soap, using hand sanitizer, and staying home when you are sick. I ask that each of you continue to lead by example to our residents in Madison County offices and facilities by practicing these important measures. While the risks of COVID-19 in Madison County and throughout Alabama are still present, it is my sincere wish each of you remain steadfast in protecting yourselves, your families, and our entire Madison County workforce. Each and every one of you serving Madison County is what makes our community stronger and we can't do it without you.

Like my family, I'm sure many of you experienced a different end to the school year or found yourselves changing vacation plans. It's my hope each of you can find the time to spend time with family over the summer and use the opportunity to reconnect with loved ones. Now, more than ever, family is the most essential of our resources and support.

DALE STRONG
COMMISSION CHAIRMAN

EMPLOYEE INFORMATION

Welcome New Employees

Cierra Watkins	Alternative Sentencing & Release
Vytaute Zukauskaite	County Commission
Michael Cline	County Commission
Cameron Gunn	District 1
Marcus Hamerlinck	District 1
Trevan Smithey	District 1
Anthony Calendine	District 1
Michael Banholzer	District 3
Wesley Shaneyfelt	District 3
Jason Chambers	District 4
Dewayne Buchanan	District 4
Douglas Hastings	District 4
Jackie Hovis	District 4
Charles Cummings	Jail
Donald Gardner	Jail
Bailey Holmes	Jail
Jasmine Johnson	Jail
Rodney McAbee	Jail
Gregory Neal	Jail
Devone Riggins	Jail
Lisa Hampton	Juvenile Probation
Tykeisha Williams	Juvenile Probation
Keshayla Green	Juvenile Probation
Ladasha Colvin	Juvenile Probation
Qu-Deisha Jones	Juvenile Probation
Jose Gonzalez	Public Works
Brandi Heathington	Sheriff's Department
Rochelle Bailey	Sheriff's Department
Robert Thompson	Waste Control
Kyle Ricketts	Water Department

Congratulations Retirees

Cindy ErcKenbrack	County Commission
Brent Shockley	District 1
Charles Quick	District 1
William Flippo	District 3
Frank Burden	Jail
Roman Elliott	Jail
Howard Pride	Maintenance
Jamaica Fletcher	Maintenance
Richard Wilbourn	Maintenance
Timothy Swinford	Public Works
Dwight Ragland	Waste Control
Jeffery Williamson	Waste Control

Service Anniversaries

10 YEARS

Ryan Reed	District 3
Christine Wise	Sheriff's Department
John Hay	Tax Assessor
Gina Marlowe	Law Library

15 YEARS

Jason Britton	Public Works
Roy McCullough	Waste Control
Steven Wilbourn	Maintenance
Joe Allison	Tax Collector
Nicholas Wallace	Jail
Stephen Bell	Jail
William Harmond	Jail

20 YEARS

Shaun Carter	Public Works
Stephanie Campbell	Sales Tax
Charles Rountree	Water Department
Devin Fowler	Tax Assessor

25+ YEARS

Don Spaulding	Waste Control
Gregory Free	Sheriff's Department
Marina Garcia	Sheriff's Department
Jimmie Moore	District 1
Hiram Loveday	Motor & Equipment
Corey Gray	Sheriff's Department
Teresa Ballard	License Department
Shenia Williams	District Attorney
William Starnes	District Attorney

30+ YEARS

Cleve Haley	Waste Control
Ronny Garner	Waste Control
Peter Hose	Sheriff's Department
Clyde Burgess	District 4
Brian Goodwin	Tax Collector
Floyd West	Public Works

40 YEARS

Heather Renfroe	Public Works

RECOGNITIONS

WAY TO SOCIAL DISTANCE, WASTE CONTROL!

The Waste Control Department is making the best of interviewing in the new age of social distancing! As we continue to adapt to this temporary new normal, we may have to do things differently. Waste Control is doing just that! #socialdistancinginterviews

CONGRATULATIONS, TAX ASSESSOR!

- **Corey Gaught -** Obtained the Support Staff I designation from the Alabama Department of Revenue
- **Krystal Ikard** - Obtained the Personal Property Specialist designation form the International Association of Assessing Officials
- **Angela Stafford** - Obtained the Support Staff I designation from the Alabama Department of Revenue

OUTSTANDING WORK, SHERIFF'S DEPARTMENT!

- **Abby Ward & Amanda Rutherford** - Demonstrated outstanding teamwork during events on June 1, 2020

A BIG THANK YOU TO OUR ESSENTIAL EMPLOYEES!

While Madison County appreciates all of our employees, a special thank you is owed to our essential employees.

During the COVID-19 closure, our essential personnel continued to serve Madison County each day and night. These employees served our County selflessly during a time of extreme uncertainty and showed up to work or contributed remotely to ensure Madison County's critical business functions were not interrupted.

We want to thank YOU for making Madison County a great place for us to work and live, even during a global pandemic!

Introducing a new benefit for you,

Long Term Disability Coverage

Enrollment for LTD is July 6th - July 17th!

How do I enroll?

1. Beginning July 6, 2020 visit www.steps2enroll.com/cp/MADCTYCOMM.
2. Log in using the instructions below.
3. Review your bi-weekly premium and enroll.
4. Print your Enrollment Election Summary.

Login Instructions:

User Name: Your Employee ID (Ex: 21855)

Password: Your full year of birth (Ex: 1970)

Benefits Overview:

ELIGIBILITY	All full time, active employees who work at least 30 hours per week
BENEFIT AMOUNT	60% of pre-disability earnings up to 5,000 per month
BENEFIT DURATION	Age 65 or Social Security Normal Retirement Age
SURVIVOR BENEFIT	3x monthly benefit lump sum paid to your survivor
ELIMINATION PERIOD	Once disabled, employee must wait 90 days for LTD benefits to begin

Questions and Answers:

What is Long Term Disability?

Long Term Disability (LTD) is designed to help replace your income if you are prevented from working for an extended period of time due to illness or injury

Who is eligible?

All full-time, active employees working at least 30 hours per week are eligible to enroll in coverage.

What is my benefit?

Employees enrolled in Long-Term Disbility Coverage are eligible to recieve 60% of their salary up to $5,000 per month if they become disabled.

How much does it cost?

LTD premiums are based on age and salary. Premiums will increase every 5 years on age and as the employees salary increases.

When will my coverage begin?

If the required number of participants enroll, coverage will begin on August 1, 2020.

WELLNESS MAKEUP

The makeup day for annual wellness screenings will be held **Tuesday, July 7, 2020 from 2:00-4:30 PM at the District 6 Office (3210 S Hi Lo Cir NE)**.
If you are unsure if you have completed your screening, please contact Tonya Hamilton at 256-532-6987 or thamilton@madisoncountyal.gov.

As a reminder, employees should bring their Blue Cross and Blue Shield card to the screening as well as a copy of the Patient Pre-Screening Questionnaire located on the HR website. Employees should not use hand lotion the day of the screening. Employees should take all medicine as prescribed by their physician. Fasting is not required.

Employees who are unable to attend the July 7th makeup may complete a FREE Wellness Screening at any of the locations listed below. We recommend calling ahead to limit wait time.

Friday, July 31, 2020 will be the last day to complete the required annual wellness screening.

PHARMACY SCREENING LOCATIONS

Huntsville

Publix Pharmacy
12796 Bailey Cove Rd SE
2246 Winchester Rd NE
4851 Whitesburg Dr B
310 Pelham Ave SW
1660 Old Monrovia Rd NW
2286 Zierdt Rd

Star Discount Pharmacy
704 Pratt Ave NE

Walmart Pharmacy
4226 Oakwood Ave NW
9020 Bailey Cove Rd SE
2305 Jordan Ln SW
6140 University Dr
3031 Memorial Pkwy SW
2200 Sparkman Dr NW
2165 Winchester Rd NE

Madison

Publix Pharmacy
8000 Madison Blvd A
12070 County Line Rd C
7129 Wall Triana Hwy
350 Hughes Rd
7830 Hwy 72 W

Walmart Pharmacy
8650 Madison Blvd
8580 Hwy 72 W
7140 Wall Triana Hwy

Madison Health Mart Pharmacy
8498 Madison Blvd Suite A

Harvest

Publix Pharmacy
5850 Highway 53

Hazel Green

Walmart Pharmacy
14595 US-231

Meridianville

Publix Pharmacy
12290 Highway 231/431 North

Star Discount Pharmacy
12078 US-231

Owens Cross Roads

Publix Pharmacy
6707 Highway 431

Walmart Pharmacy
330 Sutton Rd

ENCOURAGE EMPOWER EQUIP

WE3 CORNER

My mission through the WE3 Initiative is to encourage female employees to have the courage to not accept that Madison County is a "man's world", and this long-standing historical culture will remain in place and determine the future.

Courage to do anything of significance in our lives comes from our heart because any true substantial change must come from the inside out, not the outside in. Courage is the key that makes everything possible in our lives if we will simply be willing to trust ourselves, trust our abilities and lean into the opportunities that are available for everyone willing to do the work to achieve them.

I think sometimes people, especially females, are afraid of what other people will think of them, especially in the present culture we have in Madison County if they try to progress "up the ladder" and seek promotional opportunities. I know this because, in my five years of being your HR Director, numerous females have confessed that to me, many times through their tears.

My message to our female employees is simply this when we have goals, dreams, and aspirations about what we want to do with our lives, how far we want to advance in our career, we should never allow anything or anyone to keep us from climbing up the hill of advancement. However, many times we allow the opinions of others and the discomfort they feel that is caused by our desire to be better and do better to determine our future. We are afraid of what others will think and how they will feel about our desire to advance. We try to buy pieces of their love and their acceptance with pieces of our self, and that is not how we were designed to function.

Courage is having the heart to move forward and chase our dreams, regardless of the culture or our employer, regardless of the opinions of our friends and coworkers. Courage is being like the conductor who has to turn his back on the crowd to lead the orchestra. Courage is the key because it pushes us up the hill of advancement despite the fear we may feel or the opinions we may hear from others.

Everyone is a lifetime in the making, which is why every day is important, and every day we choose to not demonstrate courage and go after what we want, every day we choose to not change a culture that does not accept and promote the hiring and promotion of minorities is a day lost in our lifetime.

My desire is to one day see Madison County leadership predominantly led by females and minorities. The path to that reality is all uphill and full of obstacles, but my hope and desire are for you to take that path with me.

If I can ever do anything to help you, please don't hesitate to contact me.

Jermie Howell

JERMIE HOWELL
DIRECTOR OF HUMAN RESOURCES

UPDATE FROM ITS

IMPLEMENTATION OF ACTIVE DIRECTORY FEDERATED SERVICES (ADFS) - JUNE 17TH, 2020

ADFS will provide the ability to create a Single Sign On (SSO) connection between the Madison County domain(s) and other external service providers utilizing your normal network logon credentials. SSO will reduce our risk profile for systems Madison County users access with different usernames and passwords, that are likely different than your normal network logon password (e.g. - New World, NeoGov, etc...).

A timeline for SSO integration with other systems has not been developed. Communication will be provided via email as SSO integration is implemented.

If you have additional questions please feel free to contact the IT Help Desk @ 256-532-3603.

BRYON CAMPBELL
CHIEF INFORMATION OFFICER & CISO

BUCKHORN YOUTH WILL HOST A 12U BASEBALL TEAM CAMP $200 PER TEAM

TEAM REGISTRATION JUNE 1ST-15TH
DATES ARE JUNE 22ND-AUGUST8TH

11YO AND 12YO COMBINED

Guarantees 1 practice a week and other game situations 2 other days

Contact byaabucks@yahoo.com to get team signed up or call/text (256) 323-0915

BLUEWATER SPRINGS PARK

Baseball & Softball CAMP

2020

DISCOVER YOUR POTENTIAL SKILLS

YOUTH AGES 3-12

JULY 18

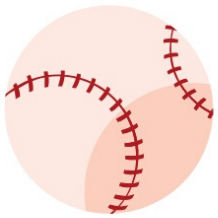
ROOKIE TO 8U | 9AM-11AM

9U TO BABE RUTH | 6PM-8PM

FREE CLINIC

EMAIL BWSPSTAFF@GMAIL.COM

www.bluewaterspringspark.com



Baseball/Softball is back.....FINALLY!

Owens Cross Roads Recreation
2965 Old Hwy 431(beside the water dept)
256-508-9823

Fall ball registration/Camp registration:
June 5 from 5-8pm
June 6 from 10-1 pm
June 10 5-8pm
June 13 10-1pm
June 20 10-1pm
June 27 10-1pm
July 2 5-8pm
July 11 10-1 (LAST DAY)
Fall Ball Price: $90 Ages 5-12
Rookie $45

Camp Session 1: June 15-July 9
Every Monday & Thursday from 5-8 pm

Camp Session 2: July 14- August 7
Every Tuesday & Friday from 5-8 pm

Baseball & softball ages 3-12
Price for camp:
$50 which will include snack/food and drink
$75 if you choose to do both sessions
$20 discount for siblings

PHOTOGRAPHY CONTEST

CONTEST WINNER:

Robert Muir, ITS

Images of Squirrel Drinking from Fountain

RUNNER-UPS:

Jim Clegg, Board of Registars

Image of New County Building Construction

Featured below